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From: CHancuff@aol.com  
 To: dbottoms@cavtel.com, dalynch@cavtel.com  
 CC: femccomb@cavtel.com, jsnyder@cavtel.com  
 Sent: 9/16/2010 11:32:18 P.M. Eastern Daylight Time  
 Subj: Let Us Take a Moment to Reflect

This is a primer. Approximately 300 pages to be forwarded by land mail soon. The final touches are still being made.

Some would suggest that finding a reason to postpone your FCC and SCC filings until the rest arrives for you folks to sort through is an idea that has merit. As of this morning no filings have taken place.

David, I would like to state, again, that creating a new position for Tiffany Mondillo was one of the best corporate engineering implementations I've ever been exposed to. I'm sorry this has become a necessity. Others here have had many opportunities to avoid this. Some folk tend to become fussy when companies, who self-fund their employees' health insurance, anoint themselves a "death panel".

Ms. Francie, it is with great warmth in my heart that I cordially introduce you to Mr. Jeff. Some would find it foolhearty if you choose to involve the police and the town of Herndon, or any other law enforcement agency you fancy as a corporate tool, again ... especially the Pennsylvania Bar.

Sincerely,  
 Cliff Hancuff

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From: CHancuff@aol.com  
 To: dbottoms@cavtel.com  
 Sent: 4/10/2009 2:25:46 A.M. Eastern Daylight Time  
 Subj: Fwd: Regarding today's appeal

Dear Mr Bottoms,

Today I sent your office a fax, in which, I made mention of Tod's perjury during our hearing. I write you now to inform you that, I too, perjured myself at this hearing. Ms Tippet insightfully asked me if I had recorded any Cavalier customers at any time. I said no, and explained that when out of the office for any reason, my reason for making these recordings weren't important, so I shut my recorder off.

Mr William picked up on the significance of Ms Tippet's line of questioning, when I failed to. He asked me if I made recordings while on the telephone at my desk. I answered "yes".

He then asked me if I had reviewed any of the recordings I made. Flustered, by Mr William's abuse that had previously taken place, I misinterpreted his question. I won't trouble you to explain what I thought I was asked, it's pretty stupid. I answered "no".

I was disoriented at the conclusion of our hearing, wondering why Mr William was so abusive. During my struggle to figure out why I was abused, I realized I had lied under oath, at about 5:30. It took me about 30 minutes to compose the email below to Mr William. I was so flustered by the abuse of the person who's decision could terminate my sole source of income, I wanted to make certain he understood that I knew how serious my violation of law was.

I forward to you, at this time, my email to Mr William. I'm quite certain I left Ms Tippet with the same impression I gave Mr William, that I was hiding evidence that I had ever recorded Cavalier's customers.

Please express my apology to Ms Tippet, for not giving her the information she needed during our hearing, to establish that I had always represented Cavalier's interests well, while employed there.

Out of respect for Cavalier's high standards for looking out for their customers' interests, I forward Mr William's email, below. Please note the date and time stamp, if you find it relevant. I will be more than happy to support any Cavalier efforts with the VEC to have access to the VEC mail servers records, if you find the inclination to wonder about this date and time stamps validity.

Tod's not the only one who values his integrity. A part of my respect for his professionalism comes from nothing more complex than this: I value mine, too.

If you don't mind my editorializing for a brief moment, before I close. The illness I have deprives me of oxygen. The outward symptoms, when my condition progresses to it's final stages, it will mimic Alzheimer's. For now, my symptoms mimic intoxication. I **don't** have reservations discussing my health **with you, in this context**.

It has never been my intention to harass Cavalier, while I worked there, nor to this day. ALL evidence to the contrary is nothing more than a display of my anger and frustration that I could find no method to get HR off my back about a WH-380 note, Ms Mullin's ignoring my question to her "is Cavalier self insured" 8 times. Ms Mullins ignoring my question to her "was the print queue secured" 8 times. I rarely discussed my problems with HR, with Tod McAtee. When I did, he respectfully requested that I didn't, that it was between me and HR, and did not involve his job responsibilities. It did not matter how frustrated I was, Tod's demeanor made it obvious why I would be motivated to respect his requests. I do, however, remember events where I stated very clearly, "All I want is for HR to get off my back, so I can do my job."

If you find cause, please call him and ask if this is true. It may help you figure out what the hell dropped out of the sky, and onto your desk, just a few days ago.

It has never been, and is not now, my intention to harass anyone at Cavalier. I will, however, find the time and inclination to pursue the egregious violations of my rights at Cavalier ... to the fullest extent of law. If the inconvenience of that, for Cavalier, gets interpreted as harassment by anyone, I can assure you it's not. It serves only one valid purpose. I'm mad as hell for what was done to me at Cavalier, and I don't give a moments concern to any inconvenience this may cause your company, including you. Yes, you will be served a subpoena to testify at the civil litigation to follow, regarding Ms Sharon's, and then, Ms Mullins' slander. Those courts, and I, will find your testimony essential. The actions you took to correct Ms Sharon's misdeeds, and Ms Mullins misdeeds will weigh significantly for this court, in establishing what remedy would be appropriate.

A lack of any of the actions clearly required of a any responsible CEO will establish for a different court, your complicity in the violations of my rights.

I can tell you one thing, for certain. If anyone in your HR department is continuing similar mischievous behavior with other Cavalier employees, the only way you'll find out about it, is when it gets dropped on your desk, unexpectedly, as it did here. I'll bet you a dollar it's true.

You may find value in pausing at this moment to reflect, again, on this: All of this could have been avoided, had more skillful folks occupied significant positions within your HR department. **Ask Tod.**

Cliff Hancuff

PS I don't think you fully understood the significance of my first contact with you. I trust by now you have enough information to proceed responsibly from here. I'll give you a "Mulligan" for Cavalier sending a rumor monger, Ms. Tippet, instead of someone who had first hand experience with the problems I created, say like ..... give me a moment, let me think ... ah yes, Ms Sharon, or Ms Mullins. Better still, both. I would have delighted in exposing their righteous indignation at my horrendous disruption of their peaceful workplace existence, as not just as imaginary, but the sole source of every issue you and I face, right now, today.

I look forward to the opportunity to do precisely this in a trial, if a satisfactory resolution is not offered at mediation ... without much fuss given to sizing up what your representative(s) think I may be willing to settle for. I'm a salesman. I have a pretty keen sense of when someone's fishing. I can only think of a couple three times I missed it. None of those circumstances involved an attorney. They *were* beautiful ... but I digress. Virginia statute defines the max amount, if I'm guessing right. If Cavalier wishes to avoid the costs of litigation, I'd find it reassuring if your representatives arrived with an offer that exceeds that limit. I'm pretty angry, as you may have realized already. Make certain anyone you send has the full understanding that this mediation, and settlement, has only EEOC issues on the table. I won't respond well if a document offered for signature to settle doesn't clearly indicate this.

In closing, it was completely unfair to Ms Tippet, for Cavalier to send her. I owe no one an apology for my questions. I'm sure she found them unexpectedly confrontational. She didn't know what hit her. I do

apologize to her for other reasons, including the one listed above.

If you've not contacted outside counsel, today would a good day.

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From: CHancuff@aol.com  
 To: dbottoms@cavtel.com  
 Sent: 4/10/2009 3:13:57 A.M. Eastern Daylight Time  
 Subj: PS

If ANYONE at Cavalier gets the inclination to use my revelation to you about my medical condition in my previous email regarding "drunk" as any indication of my fitness to hold a job, I will not take it well. I don't think it would serve Cavalier well to draw more attention to the harm that has been done to me, than I intend to do.

This addendum is to let you know I'm quite aware how anxious some at Cavalier are to find relief from what was done to me. They will become more so in the future. It would be pretty silly to use "drunk". It would do little more than expose a poorly thought out Cavalier intention. I'd offer our correspondence as evidence that Cavalier is wrong. I'd be happy to let a judge decide if you choose to use "drunk" constitutes additional slander. The evidence of Cavalier's history in this regard is quite compelling.

I'm NTBFW. Let's get this settled, ASAP. We both have better, more productive things to do.

Cliff Hancuff

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From: CHancuff@aol.com  
 To: dbottoms@cavtel.com  
 Sent: 4/10/2009 2:10:57 P.M. Eastern Daylight Time  
 Subj: PPS

Dear Mr Bottoms,

An employment lawyer acquaintance just returned my call. She said I should be careful not to write you too often, because my repeated contacts with you may serve as evidence of my harassing Cavalier over ... well, sour grapes.

I assure you, this has never been my intention. Every contact with you has been purposed towards my goal to complete this nonsense with Cavalier, and get on with the time I have left.

If you speak with any attorney who might suggest to you that dying isn't sufficient cause for my frenzied correspondence with you, you may find that cause for doubting further advice from them, if nothing more.

The cause for my frenzie ... well, you know. I won't belabor the obvious. There may be some who suggest some previous post-employment email sent to Cavalier, from me, is sufficient cause for the pursuit of harassment. I'm quite certain that *would be* sour grapes, and entitle me to pursue Cavalier for harassing me with a charge of harassment. It won't be difficult to use this Cavalier charge, on the off chance it happens, as further evidence to bolster my case. I doubt we would disagree that we both have enough on our plates. Let's do what we can to keep our lives simple.

The motivation for my post-employment contacts with Cavalier has always been, and is now, to service my intention to complete the tasks Cavalier and I have in common, ASAP, so that *any* Cavalier involvement in my life gets *completely* eliminated *quickly*. I'm tired of reliving this horror.

I need to work on some other things before I do, so I won't be able to send you my last correspondence, by fax until tomorrow, perhaps later. When I do, you'll have a complete body of evidence and witnesses to proceed representing Cavalier's interests, however you interpret them, very well. You don't like getting these and I don't like writing 'em.

If all this stuff looks like a house of mirrors, it's because it is. Houses of mirrors are entertaining because of the task they are intended to provide.

Lets finish this, soon, *please*.

Sincerely yours,

Cliff Hancuff

From: CHancuff  
 To: sperkins@cavtel.com, dalynch@cavtel.com  
 Sent: 3/27/2008 1:43:14 P.M. Eastern Daylight Time  
 Subj: Fwd: my apologies

(David, I apologize for including you here. When I saw Todd and Noah meet with you last Tuesday after their meeting with me, as unfortunate as it is, I knew then that others have distracted you by getting you involved.)

Hi Steve,

It pains me to inform you that I was unable to prevent Cavalier's HR department from continuing with their nonsense. I was terminated on Tuesday March 25 at 4:00PM. This has had the unfortunate repercussion of putting me in the position of exploring which state and federal agencies will need to become involved in my wrongful termination. It seems probable that I may also need legal counsel for the first time.

I've understood the difficult times Cavalier has been through since first starting work for this company. David Lynch has been a breath of fresh air with the actions he's taken to turn things around.

It would pain me to distract Cavalier from these goals with the complex task of defending the actions taken by Cavalier's HR department. I would like to avoid putting Cavalier through the snarls of regulatory and legal processes, if that is possible.

Please take a moment to gather all written documentation Cavalier has regarding the mischief Ms Sharon and Ms Mullins have postured themselves as entitled to for the purpose of submitting them to outside counsel, if you choose to do so. I recommend it. A quick review of HR's documentation will demonstrate that I have already gone to extraordinary lengths to protect Cavalier from their HR department's actions. Cavalier's HR has just recently increased Cavalier's legal exposure by their slander or libel (both?) of me with Todd McAtee and Noah Bason, and perhaps David Lynch.

Please feel free to take 10 business days from the date and time stamp of this email to respond with any suggestions of how you would like to engage Cavalier and myself in alternate processes. This should be ample time for outside counsel to review this documentation. Failure to receive a response from Cavalier or one of their legal representatives within this time frame will constitute a rejection of this offer. I will warn you, I am more than a little upset by all of this, so please make sure any alternative process you wish to offer, if any, demonstrates a clear indication of contrition on Cavalier's part. If there is even the slightest indication of avoidance, delay or obfuscation tactics on the part of Cavalier or its representatives in this matter, this offer of an engagement in an alternative process will terminate.

I'll remind you of something I wrote you already: I have a lifelong belief that attorneys are only for those who can't talk to each other. (Some would say my commitment to this is a validation of my Irish stubbornness.) It's getting very close to the time when I just may have to concede that a communication breakdown has, in fact, already occurred.

Once again, sorry for troubling you. I can't express enough how I wished all of this could have been avoided.  
 Cliff Hancuff

From: CHancuff@aol.com  
 To: dbottoms@cavtel.com  
 Sent: 4/13/2009 3:30:15 A.M. Eastern Daylight Time  
 Subj: Fwd: SHARON "FULLY AWARE" FW: Resend of AOL email sent last night

"The exact methods underlying our investigation will not be provided to you due to security and privacy concerns."

This is Ms Sharon's management of Tammy Mullins' refusal to answer a yes or no question 8 times regarding if the print queue was secured. I'm going to be fascinated to hear Ms Sharon explain under oath what security or privacy concerns she had.. I had never asked any other question about the investigation.

I don't have time to send you more, but I thought you'd benefit from another of the thousands of issues that need to be addressed in a court of law. I promise to be nice during our upcoming VEC First Level Appeals hearing, but not after.

Cliff Hancuff

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From: tchancuff@cavtel.com  
 To: chancuff@aol.com  
 Sent: 3/25/2008 8:36:56 A.M. Eastern Daylight Time  
 Subj: SHARON "FULLY AWARE" FW: Resend of AOL email sent last night

**T. Clifford Hancuff**  
 Senior Account Manager



200 Fairbrook Drive, Suite 202  
 Herndon, Virginia 20170  
 571.323.2722 Voice  
 571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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**From:** Glover, Sharon  
**Sent:** Thursday, March 20, 2008 4:37 PM  
**To:** Hancuff, T. Clifford  
**Subject:** RE: Resend of AOL email sent last night  
**Sensitivity:** Private

Mr. Hancuff:

I am fully aware of your circumstances. Cavalier has been making every attempt to engage you in a cooperative process so that we can better determine what the functional limitations are of any medical condition you may have. As of this date you still have not responded to our repeated requests for information. While we have offered you an interim plan in the hopes that you might still meet job expectations, you still have not met your threshold obligation to demonstrate that you have a qualified disability that requires a reasonable accommodation in the first place.

Cavalier also fully investigated your assertions regarding a document that you found

offensive. That investigation has been concluded as we have previously notified you. The exact methods underlying our investigation will not be provided to you due to security and privacy concerns. Suffice it to say, we feel confident that all avenues have been exhausted. If another incident should occur you can certainly contact HR again.

Finally, it appears that you have received the answers to your benefits and insurance questions from Jay McGhee so I trust you will stop the email bombardment of Ms. Mullins. I must tell you that your emails to Ms. Mullins and about Ms. Mullins, have been extremely discourteous and unprofessional. I urge you to review The Employee Handbook and its policies on behavior, harassment and discipline.

Best regards,

Sharon Glover

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**From:** Hancuff, T. Clifford  
**Sent:** Thursday, March 20, 2008 3:17 PM  
**To:** Glover, Sharon  
**Subject:** FW: Resend of AOL email sent last night  
**Importance:** High  
**Sensitivity:** Private

Hi Sharon,

I forward this particular email to you for the purpose of giving you a heads up on an issue in progress this week.

**T. Clifford Hancuff**  
 Senior Account Manager



200 Fairbrook Drive, Suite 202  
 Herndon, Virginia 20170  
 571.323.2722 Voice  
 571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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**From:** Hancuff, T. Clifford  
**Sent:** Tuesday, March 18, 2008 12:25 PM  
**To:** Mullins, Tammy

**Subject:** Resend of AOL email sent last night

**Importance:** High

**Sensitivity:** Private

Dear Tammy,

(I write this from home so as to not waste any more of Cavalier's payroll dollars on managing this nonsense. I feel they have been wasting far too much money pursuing a remarkably unsupportable plan of action already)

I have not been impressed by your ignoring to my two simple questions, "Is Cavalier self-insured?" and whether the print queue from the Herndon office was secured when I advised you to do so on February 22nd, for the 4th time today.

Last Thursday, March 13th, Todd McAtee sent me an email advising me that I would be put on "PIP" if I did not make 300 telemarketing calls or 150 business cards this week. If I failed to do either next week, I could face termination of employment.

I have attached a copy of my response to you and Todd at the end of this email.

I have previously informed you that if you persist in these endeavors I would likely loose my interest in coaching you in these matters. I think I have. Before I go, let me help you one last time.

Mark Hayes finally got around to emailing some on his sales team today regarding this PIP and termination enforcement policy. It's a bit late, but I applaud Cavalier's HR department's feigning a sense of equality by having Mr. Hayes follow what Todd McAtee had put in motion 3 business days ago.

For Cavalier's claim to equality to have the added advantage of also being true, this same email would have been sent to the nearly all of the following 100 people, by close of business today.

Dennis Brown  
Account Executive  
Cavalier

Brent Davies  
Senior Account Executive  
Cavalier

Scott S. Hunt  
Sr Account Executive  
Cavalier

Habib Ipaye  
Account Executive  
Cavalier

Marshall Jobe  
Sr. Account Executive  
Cavalier

Alan F. Kravitz  
Mjr Account Executive  
Cavalier

Leslie Odom  
Sr Account Executive

Cavalier

Jason Abbott  
AE Retro  
Cavalier Telephone

Samuel S. Ableman  
Senior Account Executive  
Cavalier Telephone

Timothy Adams  
Account Executive  
Cavalier Telephone

April M. Allen  
Account Exec  
Cavalier Telephone

Marcie Allen  
Senior Account Rep  
Cavalier Telephone

Kimberly Barclay  
Sr. Account Executive  
Cavalier Telephone

Sharon Bark  
Sr. Account Exec  
Cavalier Telephone

David Bartholomew  
Senior Account Manager  
Cavalier Telephone

Connie Bell  
Subpoena Response  
Cavalier Telephone  
Subpoena, Response

Kevin M. Biederman  
Senior Account Executive  
Cavalier Telephone

Carrie Blackwell  
Account Executive  
Cavalier Telephone

Edward Boersema  
Sr. Account Executice  
Cavalier Telephone

Brian Borchers  
Senior Account Executive  
Cavalier Telephone

Alex Brown  
Project Coordinator  
Cavalier Telephone



Ian Brown  
Sr Account Executive  
Cavalier Telephone

Sarah Buchanan  
Account Executive  
Cavalier Telephone

Thomas Burns  
Sr. Account Executice  
Cavalier Telephone

Gerald S. Caiazzo  
Senior Account Executive  
Cavalier Telephone

Christopher W. Callow  
Major Account Executive  
Cavalier Telephone

Jeffery Chain  
Senior Account Executive  
Cavalier Telephone

Amy Clark  
Senior Account Executive  
Cavalier Telephone

Bradley S. Clark  
Account Executive  
Cavalier Telephone

Angela J. Comins  
Senior Account Executive  
Cavalier Telephone

Ian Cotita  
Senior Account Executive  
Cavalier Telephone

Jeffrey Deaton  
Sr. Account Executive  
Cavalier Telephone

Ryan Diehl  
Sr Account Executive  
Cavalier Telephone

Katherine Dolan  
Account Executive  
Cavalier Telephone

Patrick Durnin  
Senior Account Executive  
Cavalier Telephone

Lucie Fink  
Account Executive

Cavalier Telephone

Andrew Frank  
Base Account Manager  
Cavalier Telephone

William Gilman  
Senior Account Executive  
Cavalier Telephone

Debra Gonzales  
Sr. Account Executive  
Cavalier Telephone

Clarence Harrell  
Senior Account Executive  
Cavalier Telephone

Christopher Hawk  
Senior Account Executive  
Cavalier Telephone

Donny Haynes  
Sr. Account Executive  
Cavalier Telephone

Deborah Hemphill  
Sr. Account Executive  
Cavalier Telephone

Courtney Hooker  
Senior Account Executive  
Cavalier Telephone

Julie Hornbaker  
Major Account Executive  
Cavalier Telephone

David Hurst  
Senior Account Manager  
Cavalier Telephone

Mark Hurwitz  
Sr Account Executive  
Cavalier Telephone

Jeff Ince  
Senior Account Executive  
Cavalier Telephone

Roy James  
Sr. Account Executive  
Cavalier Telephone

Courtney Johnson  
Sr. Account Executive  
Cavalier Telephone

Kizzie Jones  
Sr. Account Executive  
Cavalier Telephone

Joshua Kaszuba  
Account Executive  
Cavalier Telephone

Anthony G. Keiper  
Senior Account Executive  
Cavalier Telephone

Tanya King  
Account Executive  
Cavalier Telephone

Patricia K. Kirby  
Senior Account Exec  
Cavalier Telephone

Guy Lambert  
Sr. Account Executive  
Cavalier Telephone

James Landreneau  
Senior Account Executive  
Cavalier Telephone

Andrew Malinosky  
Sr Account Executive  
Cavalier Telephone

Meghan McDonell  
Sr. Account Executive  
Cavalier Telephone

Matthew W McGonigal  
Senior Account Executive  
Cavalier Telephone

Amanda Meyers  
Senior Account Executive  
Cavalier Telephone

James Milton  
Senior Account Executive  
Cavalier Telephone

Michael Mott  
Account Executive  
Cavalier Telephone

Alexander C. Narbut  
Account Exec  
Cavalier Telephone

David Nestor  
Sr. Account Executive

Cavalier Telephone

Daniel Newell  
Senior Account Executive  
Cavalier Telephone

Jennifer R. Nichols  
Senior Account Exec  
Cavalier Telephone

Gordon Parker  
Sr Account Executive  
Cavalier Telephone

Joe Pirrotta  
Sr. Account Executive  
Cavalier Telephone

Delores Pizza, "Lorsi"  
Mjr Account Executive  
Cavalier Telephone

Shehawnee Prescod  
Sr. Account Executive  
Cavalier Telephone

Stephen L. Robinette  
Senior Account Exec  
Cavalier Telephone

Ajaye Rollerson  
Senior Account Exec  
Cavalier Telephone

Ocean Rose  
Senior Account Executive  
Cavalier Telephone

Phyllis Rose  
Senior Account Executive  
Cavalier Telephone

Graham A. Rutherford  
Account Executive  
Cavalier Telephone

David Samson  
Senior Account Executive  
Cavalier Telephone

Marshall Sapperstein  
Senior Account Executive  
Cavalier Telephone

n Saylor  
Account Representative  
Cavalier Telephone

Steve Schleich  
Sr. Account Executive  
Cavalier Telephone

Steven M. Schrader  
Account Executive  
Cavalier Telephone

Jacob D. Scism  
Account Exec  
Cavalier Telephone

Cleopatra Shelton  
Senior Account Executive  
Cavalier Telephone

Ashley Sikes  
Account Executive  
Cavalier Telephone

Susan Stadler  
Sr. Account Executive  
Cavalier Telephone

Mark Steaple  
Senior Account Executive  
Cavalier Telephone

Paul Stith  
Senior Account Executive  
Cavalier Telephone

Leslie Taylor  
Sr Account Executive  
Cavalier Telephone

Michael Theriot  
Sr. Account Executive  
Cavalier Telephone

David Thomas  
Sr Account Executive  
Cavalier Telephone

Russell Townsend  
Account Executive  
Cavalier Telephone

Catherine Trotter  
Senior Account Exec  
Cavalier Telephone

Richard Truitt  
Account Executive  
Cavalier Telephone

Steve Tyler  
Sales Engineer

Cavalier Telephone

Victoria Vasenden  
Senior Account Exec  
Cavalier Telephone

Roger Voshall  
Sr. Account Executive  
Cavalier Telephone

Matthew Ware  
Sr Account Executive  
Cavalier Telephone

Sondra Watwood  
Senior Account Executive  
Cavalier Telephone

Rachel Weber  
Account Executive  
Cavalier Telephone

Christopher S. Williams  
Senior Account Exec  
Cavalier Telephone

Iesha Williams  
Sr. Account Executive  
Cavalier Telephone

Sondra Watwood  
Senior Account Executive  
Cavalier Telephone

Rachel Weber  
Account Executive  
Cavalier Telephone

Christopher S. Williams  
Senior Account Exec  
Cavalier Telephone

Iesha Williams  
Sr. Account Executive  
Cavalier Telephone

Gregory Witherspoon  
Senior Account Executive  
Cavalier Telephone

Courtney Woofter  
Account Executive  
Cavalier Telephone

Gregory Witherspoon  
Senior Account Executive  
Cavalier Telephone

Courtney Woofter  
Account Executive  
Cavalier Telephone

Glenn C. Wright  
Sr. Account Executive  
Cavalier Telephone

John Wroblewski  
Sr. Account Executive  
Cavalier Telephone

I can provide you with their email addresses, office phone numbers, as well as their cell phone numbers if you wish to certify that all Cavalier's commercial sales managers have notified them of this same policy enforcement that began for me last Thursday and for Mark Hayes' team today.

I have other interesting records that could prove useful if you do not find your way to treating me with equality very soon. You can start by answering my two questions, "Part 1" and "Part 2" repeatedly sent to you since 8am on Wednesday, March 12th.

Sincerely,

Cliff Hancuff

PS: Don't trouble yourself with this, simply forward this email to Cavalier's HR counsel.

---

**From:** Hancuff, T. Clifford  
**Sent:** Thursday, March 13, 2008 10:51 AM  
**To:** McAtee, Tod; Mullins, Tammy  
**Subject:** RE: Privileged and Confidential  
**Importance:** High  
**Sensitivity:** Private

HR and I have handled the medical information issue.

It has always been my intention to perform my work for Cavalier well. Doing so in the face of the adversity presented by Cavalier's HR dept has been difficult, but I live in hope they have been able to seek the guidance required for them to comprehend simple English.

I trust the good folks at Cavalier will be treating its entire sales staff with equality in this matter. If they choose to apply this same measure for performance equally, it seems inevitable that half of its commercial sales force will be PIP'ed next week, and then terminated the following week.

I'm not sure I understand the benefit of this, but that's not for me to ponder.

***T. Clifford Hancuff***  
*Senior Account Manager*

*200 Fairbrook Drive, Suite 202  
Herndon, Virginia 20170  
571.323.2722 Voice*

571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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**From:** McAtee, Tod  
**Sent:** Thursday, March 13, 2008 9:07 AM  
**To:** Hancuff, T. Clifford  
**Cc:** McAtee, Tod  
**Subject:** Privileged and Confidential

Cliff,

I want to take a minute to remind you that your medical information needs to be into HR by Friday March 14<sup>th</sup>, 2008.

I also want to confirm the interim compromise we agreed on with regards to you doing 60 telemarketing calls per day in place of 30 business cards a day through cold calling. If you do not reach your goal of 300 telemarketing calls per week, you will be put on a Performance Improvement Plan (PIP) the following week. If you do not reach your goal the following week, you could face termination of employment.

I need you to reply to this email that you understand the above information.

Thank you,

Tod McAtee

Tod McAtee | Sales Manager | NOVA & Washington DC | 571.323.4568 | [tmcatee@cavtel.com](mailto:tmcatee@cavtel.com)

***T. Clifford Hancuff***  
Senior Account Manager



200 Fairbrook Drive, Suite 202  
Herndon, Virginia 20170  
571.323.2722 Voice  
571.323.4500 Fax  
[tchancuff@cavtel.com](mailto:tchancuff@cavtel.com)  
<http://www.cavtel.com>

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